

California Department of Human Resources  
Bargaining Unit 12 (IUOE) - Incremental MOU Summary  
4 Year Agreement  
(Dollars in Thousands)

Rank and File		2016-17			2017-18			2018-19			2019-20			Total Incremental			Total Budgetary		
Proposal	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	7/1/16	\$7,561	\$16,307	\$23,867										\$7,561	\$16,307	\$23,867	\$30,243	\$65,226	\$95,470
4% GSI	7/1/17				\$10,384	\$22,394	\$32,778							\$10,384	\$22,394	\$32,778	\$31,151	\$67,183	\$98,334
3% GSI	7/1/18							\$8,099	\$17,468	\$25,567				\$8,099	\$17,468	\$25,567	\$16,198	\$34,935	\$51,134
5% + 5% SSA - Heavy Equipment Mechanics	7/1/16 7/1/17	\$538	\$1,756	\$2,294	\$587	\$1,914	\$2,500	\$18	\$57	\$75				\$1,142	\$3,727	\$4,869	\$3,947	\$12,878	\$16,825
5% + 5% SSA - Telecom Technicians	7/1/16 7/1/17	\$218	\$577	\$795	\$237	\$629	\$866	\$7	\$19	\$26				\$462	\$1,225	\$1,687	\$1,596	\$4,234	\$5,830
5% SSA - Electricians	7/1/16	\$1,337	\$1,446	\$2,782	\$53	\$58	\$111	\$42	\$45	\$87				\$1,432	\$1,549	\$2,980	\$5,590	\$6,047	\$11,637
\$82 Footwear Allowance (CHP and CDCR)	8/1/16	\$201	\$57	\$258										\$201	\$57	\$258	\$803	\$227	\$1,030
\$200 Uniform Reimbursement Increase (Calfire and Parks)	8/1/16	\$28	\$61	\$89	\$3	\$6	\$8							\$31	\$66	\$97	\$120	\$259	\$379
Health Flat 80/80 Rate	8/1/16 12/1/16 12/1/17 12/1/18	\$2,491	\$5,373	\$7,864	\$1,782	\$3,844	\$5,626	\$2,053	\$4,427	\$6,480	\$878	\$1,893	\$2,771	\$7,204	\$15,536	\$22,740	\$20,294	\$43,769	\$64,063
1.9% OPEB	7/1/17				\$3,167	\$6,830	\$9,997							\$3,167	\$6,830	\$9,997	\$9,500	\$20,489	\$29,990
1.4% OPEB	7/1/18							\$2,403	\$5,183	\$7,587				\$2,403	\$5,183	\$7,587	\$4,807	\$10,367	\$15,174
1.3% OPEB	7/1/19										\$2,232	\$4,813	\$7,045	\$2,232	\$4,813	\$7,045	\$2,232	\$4,813	\$7,045
<b>Total Rank and File Costs</b>		<b>\$12,373</b>	<b>\$25,575</b>	<b>\$37,948</b>	<b>\$16,212</b>	<b>\$35,674</b>	<b>\$51,886</b>	<b>\$12,622</b>	<b>\$27,199</b>	<b>\$39,821</b>	<b>\$3,109</b>	<b>\$6,706</b>	<b>\$9,816</b>	<b>\$44,317</b>	<b>\$95,155</b>	<b>\$139,471</b>	<b>\$126,482</b>	<b>\$270,427</b>	<b>\$396,910</b>
<b>Non-adds</b>																			
\$1200 Payroll Transitional Supplement (Caltrans) - One Time	12/1/16	\$	\$5,692	\$5,692										\$	\$5,692	\$5,692	\$	\$5,692	\$5,692
80-Hour Leave Cash Out (additional 60 hours)	6/1/17	\$5,314	\$11,462	\$16,776	\$213	\$458	\$671	\$166	\$358	\$523				\$5,693	\$12,278	\$17,971	\$22,227	\$47,938	\$70,165
\$2 Increase to Overtime Meal Tickets (CDCR & Caltrans)	8/1/16	\$1	\$12	\$13	\$	\$1	\$1							\$1	\$13	\$14	\$3	\$53	\$56
<b>Total Non-adds</b>		<b>\$5,315</b>	<b>\$17,166</b>	<b>\$22,481</b>	<b>\$213</b>	<b>\$460</b>	<b>\$672</b>	<b>\$166</b>	<b>\$358</b>	<b>\$523</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$5,694</b>	<b>\$17,983</b>	<b>\$23,677</b>	<b>\$22,230</b>	<b>\$53,683</b>	<b>\$75,913</b>
<b>Grand Total Rank and File</b>		<b>\$17,688</b>	<b>\$42,741</b>	<b>\$60,430</b>	<b>\$16,425</b>	<b>\$36,134</b>	<b>\$52,559</b>	<b>\$12,787</b>	<b>\$27,557</b>	<b>\$40,344</b>	<b>\$3,109</b>	<b>\$6,706</b>	<b>\$9,816</b>	<b>\$50,010</b>	<b>\$113,138</b>	<b>\$163,148</b>	<b>\$148,713</b>	<b>\$324,110</b>	<b>\$472,823</b>